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CHRISTMAS GREETINGS

It seems to me that nothing better expresses the true spirit of Christmas than the Christmas message Henry van Dyke once wrote to a friend:

"I am thinking of you today because it is Christmas and I wish you happiness. And tomorrow, because it will be the day after Christmas, I shall still wish you happiness; and so on, clear through the year. I may not be able to tell you about it every day, because I may be far away or because both of us may be very busy; or, perhaps, because I cannot even afford to pay the postage on so many letters, or find the time to write them. But that makes no difference. The thought and the wish will be there just the same. In my work and in the business of life, I mean to try not to be unfair to you or injure you in any way. In my pleasure, if we can be together, I would like to share the fun with you. Whatever joy or success comes to you will make me glad. Without pretense, and in plain words, good will to you is what I mean in the Spirit of Christmas."

Simplicity and sincerity are the qualities which will keep this message alive through the years. Christmas was meant to be observed with simplicity and sincerity. After all, translated into our everyday living, in our work and our personal attitudes, simplicity and sincerity will bring us, as nothing else can, a satisfying sense of service.

The Southern Region has cause for gratitude in its accomplishments during the past year. It has exerted a tremendous influence on forestry throughout the South. It has cooperated and strongly supported the state forestry organizations and it has almost completed its operating plant on the National Forests.

I want to extend to every one of you in the Region my deep appreciation for services well performed and for the cheerful cooperation which has been your share in the fine record for 1938. Each of you is entitled to feel a legitimate pride in your own contribution.

Now, what of the coming year? May I hope that it will give all of us a further opportunity to be of service to our fellow men, that the work we do will build up better forests--both in private and public ownership--forests which will add much to the prosperity, the welfare and the pleasure of the South. Thus, through leadership in the development of one of the great natural resources of our country, may we continue to win and hold the confidence of the public in our organization and its policies.

May each of you have a HAPPY CHRISTMAS, and may its spirit pervade our work and relationships throughout the NEW YEAR!



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FIELD OFFICE INSPECTION

On November 18 an inspection was completed of offices on the Homochitto Ranger District consisting of the ranger's office and one camp. The inspection required 18 man days and was participated in by a member of the Regional Fiscal Agent's office. Yes, his time is included in the 18 days for he actually took part in the work, rather than acting as an observer, and on completion of the job, he heartily agreed that "Ole Uncle" received 18 man days of service. There was absolutely no waste of time and the usual but worthwhile interruptions and discussions with District personnel concerning matters not pertaining to the inspection consumed far less time than that normally required. In addition to the 18 days on the job, 1 day was spent in traveling and 2 days in writing the report, making a total of 21 days. The work load on the Homochitto is not unusually heavy--about average I would say, with the exception of timber sales, which work is practically negligible when compared with some districts. (On one district $2\frac{1}{2}$ days were spent in examining sales records.)

With 7 Ranger Districts, 8 camps, a large nursery, Central Repair Shop, and a Central Warehouse, is there sufficient time left to give proper supervision to the Central Office? Administrative Assistants on other large forests have the same problem confronting them. Is there a need for a general assistant on the larger forests in addition to the Section I Head? The establishment of such position would not only solve our immediate problem but would provide excellent training for prospects for the Administrative Assistant position.

It might be well to state that the inspection of the Homochitto district fell far short of the requirements set up in the Regional Audit Outlines. To have followed the outlines to the letter would have required several days more, which reminds me that for some time I have questioned and planned to take time out to comment on the necessity for a number of requirements in the outlines. First, should the Administrative Assistant, with his time for field work limited, be required to branch out too far into fields other than office activities? Is the inspection in camps an office inspection or is it a camp inspection? The Supervisor has a group of staff men, each assigned to a specific activity, just as the Administrative Assistant is assigned to the business office. He is primarily an office man. Why then should his functions overlap those of other staff assistants? Examples of overlapping activities are:

1. Are descriptions on 202-c permits sufficient to permit the location of sale area on the ground? Are permits and contracts prepared as prescribed by the Regional Office? Are repeated small sales made to avoid advertising or to exceed the Ranger's authorization? Are sales made in accordance with the approved policy?

The Management Assistant reviews each permit and contract. He makes frequent field inspections and is in a much better position to check on the above items than the Administrative Assistant. Also, should not these items be checked oftener than once each year?

2. Is there any surplus property on the district? Is property properly branded and stored? Is it kept in good repair and ready for use? How is worn out property stored? Is property not in use kept under lock and key? Are fire inspections made and rules for fire and theft protection and personal safety observed? Take gasoline and oil inventory and check with records. Do drivers of motor vehicles have driver's license? Have them procure license. Check vehicles to see that each contains Form 26, Driver's Report. Make certain that drivers understand the preparation of Form 26. Determine that supervision of motor equipment is adequate to prevent unauthorized use. Verify men on job with records and determine that 8 hours of work are actually performed. Are quarters deductions commensurate with class of quarters furnished? Are titles and rates consistent with work actually performed?

Some forests have a staff man for the express purpose of making general camp inspections, and for forests who do not, other staff men, including the Assistant Supervisor, are in a better position during the course of their inspections to check the above items and they no doubt do.

The outlines also contain requirements which are apparently of little value or they are too time-taking to justify looking into.

Examples are:

1. Check with Mess Officer as to outstanding accounts. This is an Army function and if the accounts are not paid, the Supervisor will hear from the Mess Officer.
2. Make physical inventory of property charged to camp. This requirement, if carried out, would require at least one additional day. Furthermore, a physical inventory of all property by a member of the Supervisor's office is required annually.
3. Is the office well lighted, ventilated and heated and is space adequate? Why comment on this? The Supervisor is already aware of these conditions.
4. Check a representative number of Forms 21-J with improvements on the ground.

Additional comments on other requirements could be stated but the Dixie Ranger is now limited to 10 pages and the writer would hate to have his first article in 13 years of service so lengthy that it would find its way into the waste basket.

-- H. P. Nichols, Administrative Assistant
Mississippi National Forests

(I am sure that several other Administrative Assistants have some ideas on this subject, pro or con; the Dixie Ranger has a place for this thought-provoking material. Let us hear from you.--Editor)

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AIR PATROL ON TALLADEGA

The usual "drift smoke from outside fires" was to blame, but when it settled down on the Talladega it cut visibility to three and two miles, and less. Truck patrols were out, and costing plenty in mileage and time, but even then coverage was not good. One fire burned 75 acres within a mile of a patrol route, but the patrolman couldn't see it. The Weather Bureau couldn't promise any relief. The whole protection organization was jittery, because they were never sure a big one wasn't burning somewhere in the back country where the patrols couldn't see.

A plane appeared to offer a better means of detection. A four-place cabin ship was hired, equipped with a PF radio and an observer and put on patrol duty. A round trip over the unit took about two hours and a quarter and covered about 270 miles, including some zigzagging into pockets where the haze was thickest. Coverage with the plane was 100%, even with visibility at 2 miles (extra flying was necessary when visibility was lowest). The observer was thoroughly familiar with the area and had little difficulty in locating smokes correctly. And for the first time in a week the Dispatcher was sure he had all his fires under control.

As for costs, the plane actually saved money. Ground patrol required seven trucks and patrolmen, covered around 1000 miles a day and cost about \$70.00. The plane and pilot cost \$12.00 per hour, which at 120 miles an hour is 10 cents per mile. Two round trips per day cost about \$60.00, including observer's time. It furnished superior detection service at a saving of about \$10.00 per day. The patrol was continued for five days and abandoned when visibility cleared up. Nine trips were made over the Unit, including about 22 hours flying time. The plane made 4 first discoveries of fires, 5 confirming reports on fires discovered by towers, and 19 progress reports on going fires. Only one fire reached Class C size during the period.

One unexpected result of the patrol occurred when the plane circled over a moonshine still. The operators left in a hurry, upsetting the flue of the still and scattering fire into the woods. The observer ordered out a fire crew, but by the time they arrived the stillers had come back and put out the fire. So that one didn't get into the record.

-- Frank R. Rasor, Forest Supervisor,
Alabama National Forests

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PINE PULPWOOD PUBLICATIONS

Publications either as printed bulletins and circulars or as mimeographed leaflets dealing with the cutting and selling of pine pulpwood have been issued within the past twelve months by: the North Carolina Extension Service, the State Forester and Extension Service of Mississippi, the Florida Commission of Forestry, the State Forester and Extension Service of Georgia, and the South Carolina Commission of Forestry. Each of these publications contains information in the form of volume tables, cutting instructions, pulpwood specifications, and other items of value to pine timberland owners.

One of the more recent and most complete publications was prepared by C. H. Schaeffer, Assistant State Forester of South Carolina. The subject matter is presented in logical order and is well illustrated by photographs and charts. The chart on page 17 showing the number of trees of different sizes required to make a cord of wood is especially instructive. Owing to a substitution of photographs,

the caption for the illustration on page 23 is wrong. On an acre basis, 16 cords were cut and 20 cords were left and the stand of short-leaf pine was left in an ideal growing condition.

The 15 suggestions set forth under the heading, "Make Your Woods Pay -- Follow These Suggestions", provide an apt summary. The attractive cover adds considerably to this well-organized publication.

-- G. H. Lentz, Regional Office

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BROADCASTING THE PISGAH BIG GAME HUNT

Firmly established as the outstanding sporting event of western North Carolina, the annual Pisgah Big Game Hunt this year received greater publicity than ever before. Newspapers and sporting magazines all over the eastern United States gave this event coveted space.

Always a popular hunt since its inauguration in 1932, it has never attracted the attention of radio stations until this year, when WBT in Charlotte, North Carolina, decided to broadcast from the Big Creek Wilderness hunt. Station WWNC, Asheville, North Carolina, gave the hunt time on its regular sporting broadcasts several times during the hunt. Oil companies, sporting goods firms, and others used the Pisgah Hunt to advertise articles or products that might be used on the hunt. The Forest Service had an opportunity to present to many listeners the problems here on the Preserve and the reason for the annual Big Game hunts.

WBT sent in two announcers and four technical men to set up their equipment for the Big Creek broadcast. A temporary telephone line was connected to the Forest Service line to Asheville and the broadcast was carried by long distance to Charlotte for transmission. Two microphones at different locations were used with an announcer at each to interview various groups of hunters and Forest Service personnel.

Supervisor Ochsner was the first officer to face the "mike" with a short talk on the purposes and administration of the hunt. He was followed by Fred Ruff, Game Technician, who covered investigations and reasons for such hunts. The writer described "buck fever" and related a few poaching stories. Of course, the announcers stole the show with their vivid descriptions of the Pisgah and their witty interviews of various hunters who had made big kills. The announcers pointed out that this was the first known resume of a hunt of any kind conducted right on the spot. Clint Davis, genial PR man for the Regional Office, took many pictures from all angles of the whole proceedings; this was to prove that "mike fright" is worse than "buck fever".

-- John W. Squires, Forest Ranger
Pisgah National Forest

OUACHITA NATIONAL WILDLIFE PRESERVE

Development of an extensive wildlife refuge in the rugged Ozark mountains of Arkansas is planned by the Forest Service following President Roosevelt's proclamation establishing the 78,000 acre Ouachita National Wildlife Preserve.

The new wildlife management area is east of Forester, Arkansas, and lies wholly within the Ouachita National Forest. All the area, excepting 106 acres, is owned, or is in the process of acquisition, by the United States. It includes the Muddy Creek Refuge of 10,030 acres, established by Presidential Proclamation in 1935. The State Game Commission of Arkansas has approved the project and has agreed to supplement the warden service provided by the Forest Service.

Wildlife population on the new refuge is seriously depleted, but the Forest Service believes natural conditions are so favorable that it is capable of supporting a large population. No hunting will be permitted for the first three to five years, but it is expected that parts of the area will be open to hunting when more adequately stocked with game animals and birds.

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OUACHITA EXHIBIT AGAIN GETS FIRST MONEY

Ranger Dale of the Jessieville District of the Ouachita has again increased the coffers of Region 8 by sending in a \$20.00 check awarded as first prize money for the best commercial float entered in the recent Logan County Fair held at Paris, Arkansas. Ranger Dale won the \$10.00 prize money last year for the best float entered in the Yell County Fair at Danville, Arkansas. Ranger Dale, Cabaniss and McCubbins are to be commended on their initiative and originality in preparing the prize-winning float and securing such favorable publicity for the Forest Service. A fine PR job!

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LAND UTILIZATION PROJECT ASSIGNED TO FLORIDA FORESTRY BOARD

The 178,257 acre Pensacola Land Utilization Project has been assigned for administration to the Florida Board of Forestry under a cooperative agreement between the U. S. Department of Agriculture and the State. The Florida Board will administer the area on a non-profit basis, revenue from the project being used in its maintenance, operation and improvement. The agreement is for 50 years and contains a provision for automatic renewal for three subsequent 15-year periods.

C. N. WOOD NAMED ACTING HEAD
OF INTERMOUNTAIN FORESTS

Chief Forester F. A. Silcox has announced the appointment of C. N. Woods as Acting Regional Forester in charge of Region 4. The Intermountain Region of the Forest Service includes twenty-three national forests in Utah, Wyoming, Idaho and Nevada. Woods succeeds former Regional Forester R. H. Rutledge, who has recently become Director of the Division of Grazing in the Department of Interior.

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ORGANIZATION SIMPLIFIED

Effective organization is the basis of effective teamwork. But what are the cornerstones of organization? Books and articles on "scientific organization" and "principles of administration" appear in a steady stream, but too often they leave the earnest reader with puzzling ideas of supervision, measurement, management and co-ordination. The article mentioned below, however, is a noteworthy contribution in that it outlines in concise language the main factors of an effective organization structure. This article is an excerpt from a chapter in the author's forthcoming book on organization.

First, in arranging responsibilities and selecting executives, it is essential to "build on human characteristics in the large", to study the type of mind which will be required for the position in question. "Individual persons constantly come and go, while functions remain the same." Next comes a consideration of various types of functions and their numerous interrelationships. A long section of Farquhar's article stresses the need for a clear-cut understanding of the individual's activity and authority. He states that "many a capable person has been held back for years by an unappreciative boss, and many a constructive measure has lain dormant for years because its sponsor did not have the prestige of position to help him in his fight against tradition." An understanding of function will emphasize also that there is no relation between size and importance. "A proper layout and assembly of the parts of an organization" will provide at the same time the means for a later and very necessary means of objective measurement of performance.

BASIC FACTORS IN ORGANIZATION STRUCTURE, by H.H.Farquhar (Organization Specialist, Alexandria, Va.). SOCIETY FOR ADVANCEMENT OF MANAGEMENT JOURNAL, NOV. 1938, pages 167-170. (AVAILABLE IN REGIONAL LIBRARY).

-- Rachel Lane, Librarian
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The sympathy of the members of the Regional Office and his many friends in the field is extended to Supervisor R. M. Conarro and his family on the death of his son on November 19.

FOREST NEWS

TEXAS

In Texas, the way of the woods burner is beset with costs, damages, fines, federal jails and insane asylums.

On the Sabine, Tom Scarborough, age 67 years, ran afoul of the law in October. After some preliminary investigation, Ranger Syverson began questioning Scarborough on October 24, and on October 25 the trespasser confessed to firing Shelby County woodlands on three different dates. Scarborough was taken to Beaumont on the 25th, was indicted by the Grand Jury on the 26th, when he entered a plea of guilty before Federal Judge Joseph C. Hutchinson. On Saturday, October 29, Judge Randolph Bryant sentenced Tom Scarborough to 90 days in the New Orleans jail. Tom fired the woods to get a job; at any rate he can now put in his time.

On the Sam Houston, Ranger Howell continues his feud with pipe line companies, with the score now two to nothing in the Ranger's favor. So far the ordinary course of events has been as follows: the pipe line springs a leak; the leak is discovered and repaired; the waste soil is disposed of by burning, along with some of the adjacent woodlands; the fire is suppressed, and the pipe line company pays the cost of suppression as well as damage to national forest lands.

On the Angelina, Ranger Jared persuaded County Judge Stringer of Jasper County that, if Jerry Dearman (colored) set six fires on national forest land over an eight-month period and was caught each time, he must be crazy. Warrant was issued for Jerry's arrest, he was given a sanity test on November 5, was found insane and dispatched, postpaid, to a state institution.

Ranger Syverson reports that at 4:20 p.m. on a good fire day a smoke was picked up from Yellowpine Tower in Sabine County. An investigator arrived at the fire at 4:35 p.m., trailed a truck and trailer for five miles and obtained a confession from the driver. At 6 p.m. the trespasser entered a plea of guilty before County Judge R. H. Dent and was fined \$10.00 and costs. Action was complete before the fire stopped smoking, which, we think, is as it should be.

-- L. G. Whipple, Assistant Forest Supervisor

MISSISSIPPI

The Homochitto National Forest school forest protection contest got off to the best start ever during the month of October. This was a dry, windy month but ended without a single fire being reported or suppressed on any of the national forest land within the twenty-two school districts. This contest runs through March, 1939. The school areas that can stop careless hunter fires during the next two months are the areas that no doubt will come out on top at the end of this contest. All the school children on this Forest know that in protecting the nation's and their own woodland, they are assuring themselves and future generations of lasting prosperity.

-- L. E. Beltz, District Ranger

While the Pisgah Deer Hunt caught the national headlines, the local prestige of the Delta Purchase Unit as a hunting ground was enhanced during the November open season in Mississippi. Five camps were established by nimrods on or directly adjacent to this 13,000 acre tract of virgin hardwoods. Dogs, horses, negroes, tents and cars resulted in miniature communities at each camp. Over fifty deer were killed from November 20 to December 1. The largest buck weighed 254 pounds after being dressed. Another ten-day season opens December 20.

-- V. B. MacNaughton, Fire Assistant

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PERSONNEL CHANGES

The following transfers have taken place: Asst. Forest Supervisor Charles H. Overbay from the Pisgah to the Umatilla, Region 6, at Pendleton, Oregon; J. Wayne Higdon from the Supervisor's headquarters of the Nantahala to Magazine Ranger District of the Ouachita; Geo. J. O'Connor from the CCC office of the Arkansas State Forester to Texas State Forester's office at Lufkin; Wilhelm M. Beckert from Armuchee Ranger District on the Chattahoochee to the Supervisor's office; Del W. Thorsen from the Supervisor's office of the Ouachita to Oden Ranger District; Lester L. Harris from Conecuh Ranger District to Talladega Ranger District on the Alabama; Herbert L. Daniels from Ouachita to the Southern Station; William P. Everard from the Texas to Washington, Division of I & E; Miss Martha R. Sanders from the Division of Operation in the Regional Office to the Solicitor's Office.

George D. Scott and Clinch G. Norsworthy, Jr. have been furloughed recently.

Resignations have been tendered by Douglas H. Jones on the South Carolina and Croatan and John P. Hale on the Pensacola District of the Naval Stores project.

The following probationary appointments have been effected recently: William C. Lee as Under Clerk-Typist on the Florida; Mrs. Theo. R. Peterson as Jr. Stenographer on the Kisatchie, and Mauritz B. Jones as Assistant to Technician on the Florida.

Two members of the New England Expeditionary Force, W. R. Paddock and E. T. Hawes, have recently returned to Region 8.

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"GONE WITH THE WIND"

We enjoy our history by the block or by the mile--old towns, old houses, old trees, and the association of names. Our good friend, the managing editor of the Atlanta Constitution, knows this and knows also that we usually leave out the dates for the sake of euphony, we will say. Anyway, he, too, has an understanding heart toward those objects or events which are blurred and softened by the mists of Time, and quite frequently reads back in the old files in his office

on "Fifty Years Ago Today". On the morning of December 5, he telephoned and said, "I thought you would be interested to know that fifty years ago today there was a big forestry meeting in Atlanta." We were interested. Those old yellow newspaper files are fascinating, and this was like a "Gone With the Wind" chapter in Forest Service history.

Of course, in those days the news was not reported as it is now. But a lot of front page space was given to that meeting of the American Forestry Congress which convened for several days in Atlanta early in December, 1888. The subjects discussed were not listed, but "a number of interesting and instructive papers were read", one of them being by "Dr. R. E. Fernow, Chief of the Forestry Division of the Department of Agriculture." The useless devastation of our forests was deplored and appropriate tree planting exercises were held at the Kimball House Farm, according to reports. Several issues devoted a great deal of space to the meeting which was assembled for the purpose of "promoting the interests of forestry". Among the visitors listed was "S. J. Rauner, Minister to the Russian Imperial Household."

One of the chief items reported was the fact that the Southern Forestry Congress at this meeting was merged with the American Forestry Congress. C. R. Pringle, a native of Barnesville, Georgia, was president of the Congress and presided at the Atlanta meeting. It is interesting to recall that it was during president Pringle's term of office that the bill "for the preservation and proper administration of the national timber domain--national forestry legislation" was at last prepared for presentation to the National Congress. Carl Schurz at that time was Secretary of the Interior.

-- Editor

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THE LOOKOUT

Regional Forester Kircher and Assistant Forester Evans attended the hearing of the Joint Congressional Committee on Forestry held in Jacksonville November 29-30. Chief Forester Silcox and Mr. Clapp of the Washington office also attended and took a short trip through Florida after the meeting.

Dana Parkinson, Chief of the Division of I & E of the Washington office, is making a tour of the forests in the Southern Region to inspect I & E activities. He is being accompanied on this trip by Clint Davis of the Regional office. They plan to attend the meeting of the American Farm Bureau Federation in New Orleans December 12-15.

According to announcement from the Fourth Corps Area headquarters, Viggo Christensen of the Division of Engineering has been promoted to a major in the engineers' reserve. Congratulations, Major Christensen!

Mr. Bell reports that the Regional office contribution to the 1939 Community Chest was \$616.50.

Claude C. Bell was reinstated in Government Service on December 1 and assigned to the Division of State and Private Forestry as a specialist in Forest Management. Mr. Bell brings to the Regional office staff a background of training and experience in timber utilization that will be most valuable in the solution of forestry problems in the Region. His appointment is in line with the policy of the Service to maintain a staff of specialized men to assist cooperating agencies in providing better management of private forest lands.

Rufus H. Page has resigned his position as Assistant Extension Forester in North Carolina to become Extension Forester in Alabama. Mr. Page took up his new work in Auburn on December 1 and succeeds Lyle Brown who recently resigned to return to horticultural work.

Visitors to the Regional office during the past month were: Mrs. Elizabeth S. Pitt, Miss Blanche Judson, Messrs. Haig, Broadbent, Ager, Wolf, W. D. Smith, C. M. Granger, all from the Washington office; State Forester, J. O. Hazard, Nashville, Tenn.; Warren T. White, Seaboard Airline Railway, Norfolk, Va.; Miss Sara Adams, State CCC office, Nashville, Tenn.; O. B. Hough, Tallahassee, Fla.; R. E. McArdle, Director of Appalachian Forest Experiment Station; Messrs. Alan Richards, L. E. Brading, E. E. Carter, T. W. Norcross, and L. F. Kneipp of the Washington office.

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A FIR TREE'S PRAYER

Dear God, I am not wise, I'd rather be
For one bright day of shining ecstasy
A Christmas Tree,
Than left forever on this quiet hill
With naught but sun and starlight to fulfill
My destiny.

I am not wise, dear God, for I would wear
A thousand tapers lit to make me fair,
And in radiance bear
Rejoicing--one frail harvest of delight.
My robe of tinsel marvelously white,
Bright toys and glittering angels bending me,
A Christmas Tree.

Lord God, forgiveness! Yet I ask to be
This fragile thing of mortal revelry
For merriment and laughing children's glee--
To lose the gracious heritage I know,
The strength of winds, the gentle ways of snow,
Rain-scent, and robins, and the stir of dawn.
Aeons of solemn loveliness forgone.
My birthright lost, please God--a Christmas Tree!
And only death for immortality.

--Anne Page Jones,
The Forest Log (Salem, Oregon)
December 1936

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